

OFFER SCHEDULE

<u>CLIN</u>	<u>DESCRIPTION</u>	<u>QUANTITY</u>	<u>UNIT OF ISSUE</u>	<u>UNIT PRICE</u>	<u>TOTAL PRICE</u>
BASE PERIOD: 24 May 2003 through 23 May 2004:					
0001	Repair and Maintain SmartZone Trunked Radio System.	12	MO	_____	_____
FIRST OPTION PERIOD: 24 May 2004 through 23 May 2005:					
1001	Repair and Maintain SmartZone Trunked Radio System.	12	MO	_____	_____
SECOND OPTION PERIOD: 24 May 2005 through 23 May 2006:					
2001	Repair and Maintain SmartZone Trunked Radio System.	12	MO	_____	_____
THIRD OPTION PERIOD: 24 May 2006 through 23 May 2007:					
3001	Repair and Maintain SmartZone Trunked Radio System.	12	MO	_____	_____
FOURTH OPTION PERIOD: 24 May 2007 through 23 May 2008:					
4001	Repair and Maintain SmartZone Trunked Radio System.	12	MO	_____	_____
TOTAL FOR CLINS 0001 THROUGH 4002, BASE AND FOUR (4) OPTION PERIODS				_____	

Statement of work (SOW) For
Information Technology Business Center
SmartZone Trunked Radio System
Fort Campbell, KY

1.0. This Statement of Work provides requirements for the contractor to provide maintenance support for the SmartZone Trunked Radio System, at Fort Campbell, Kentucky.

2.0. The contractor shall provide maintenance for a base period of twelve (12) months and four 12-months option periods. Two (2) hour response and a four (4) hour restoration time for the infrastructure equipment is required. The contractor shall also provide a complete system check once during each twelve (12) month time period. The contractor shall provide all qualified personnel, test equipment, tools, materials, and other items as necessary to perform troubleshooting, repair, preventive maintenance and all other operational checks and adjustments required to keep the communications system working at an optimum level and at factory specifications. The contractor shall also provide 24/7 technical phone support.

3.0. Equipment. Equipment to be maintained under this contract is listed in Attachment 1.

4.0. Maintenance support services shall include the following:

4.1. Maintenance:

4.1.1. On-Site Infrastructure Repair

Premier: 2-hour response; 24/7

Spares Required Customer supplied (Maintained and accessible)

4.1.2. On-Site Fixed Equipment Repair: The contractor will replace and repair fixed equipment at the Fort Campbell location or notify Contracting Officer's Representative. Personnel hired by the contractor must be fully qualified to service, maintain, and install equipment according to the standards established by the equipment manufacturer. Repair must be provided down to the board and/or component level.

4.1.3. Repair Capabilities: Capabilities must be in place at the system board and component level for the diagnosis, replacement and repair of infrastructure equipment at both the box and board level.

4.1.4. Repair Resource Requirements: Qualified technicians must be available on a full time basis to maintain the Fort Campbell Trunked Radio infrastructure radio equipment at an operational level acceptable to Fort Campbell.

4.2. Repair Parts Availability:

4.2.1. Spare Parts: A sufficient supply of spare parts shall be maintained to allow immediate restoration of operations of the system infrastructure. In the event that these parts are consumed, replacement stock shall be available via emergency request on Next Flight Out airfreight shipments within twenty-four hours of the equipment failure.

4.2.2. Centralized Inventory Requirement: Emergency inventories of equipment not economical to store locally must be stocked at a centralized location by the successful bidder and made available for Ft Campbell system use 24 hours per day, 7 days per week, 365 days per year through a 1-800 telephone number. These inventories must be available via repair or unit exchange.

Fort Campbell System Services Specification

5.0. System Performance and Maintenance

5.1. System Maintenance: Fort Campbell expects that the utmost care and attention be given to maximizing the system network availability, despite the failure of individual components. The proposal must include a recommended maintenance schedule to minimize likelihood that the system will revert to any of the fallback modes. The importance of a well-defined maintenance program for the system cannot be overstated. Successful system operation depends on consistent, comprehensive routine maintenance backed up by expedient remedial action in response to fixed equipment failures.

5.2. Test Equipment: The contractor will have sufficient appropriate test equipment to ensure swift and effective adjustment and repair of radios and fixed equipment. Test equipment must meet all requirements of the FCC, manufacturer's recommendation and be available for inspection by Fort Campbell.

5.3. Preventive Maintenance Inspection: Annually, the contractor must provide operational test and alignment on Fort Campbell infrastructure or fixed network equipment to ensure the equipment meets original manufacturer's specifications. Contractor shall remove any oil, dust, and or foreign substances from the equipment, clean filters, if applicable, and measure, record, align, and adjust the following applicable equipment parameters, to the frequency and modulation outlined in the Rules and Regulations of the FCC. Preventive Maintenance activities shall be documented and available for review upon request.

6.0. Local Service Response

6.1. System Failure Response: Response to a major system failure, as defined below, must be made within two (2) hours of notification to the contractor. Response to minor system failures, as defined below, shall be made within four (4) hours of notification to the contractor. Response is defined as having a qualified technician on-site at the DSCR facility where the failure occurred or remote diagnostics started by qualified technicians.

6.1.1. Major System Failure – Danger to life, property, production or affects more than 60% of the equipment. Examples are; controller down - system not in fail soft; controller down - system in fail soft; control channel repeater failed or degraded and does not switch to alternate repeater; all emergency service consoles fail; receiver multi-coupler complete failure; or 75% of control channel repeaters fail.

6.1.1. Minor System Failure – Affects less than 60% of equipment.

6.2 Local Facilities: Mobile and portable equipment shall be serviced at a qualified service facility during normal working hours, Monday through Friday. Repairs shall be completed within an average of (5) business days per quarter.

6.3. Service Affiliation: The contractor must be fully qualified to perform all service according to the standards established by equipment manufacturers.

7.0. Field Resources

7.1. Installation Qualifications: Personnel employed by the Contractor must be fully qualified to perform all service, maintenance, and installation (if required), in a professional manner according to the standards established by equipment manufacturer and in accordance with requirements of the customer. Further, all customer installations must meet or exceed the requirements of the Electronics Industry Association (EIA) and the Federal Communications Commission (FCC), which are current at the time of the installation.

7.2. Training and Experience: Experienced technicians must do all repair and maintenance work. These technicians shall have had at least 5 (five) years experience in the installation and maintenance of two-way radio equipment.

7.3. Qualified Field Technical Representatives and Engineering: In the case of complex or mission critical issues, the contractor must have available a higher tier of Technical Field Experts consisting of service and Engineering personnel who can be made available on site to solve problems. These resources must be available to Fort Campbell upon request.

7.4. Technical Expert Resources: Technical experts must be available 24 hours per day, 7 days per week, and 365 days per year to assist in resolving major system technical problems either on site or remotely. For minor system failures, experts must be available 7A.M. to 7 P.M. Monday through Friday.

8.0. Facility Requirements

8.1. Facility Location and Specifications: To support the Fort Campbell system, fully equipped permanent shop facilities must be maintained. These facilities must be capable of housing customer vehicles inside the facility for service and storage. Entrance and exit of the facility must accommodate customer vehicles that may need servicing.

8.2. Resource Location: The location of all local resources and facilities and their proximity to the subsystems that they support must be identified as part of the proposal. The permanent shop facilities must be a maximum of twenty-five (25) miles from the equipment that they support.

8.3. Service Vehicles: The contractor shall list the number of service vehicles available, equipped with appropriate FCC approved test equipment, and adequately stocked with commonly used replacement parts to assist in timely repairs to Fort Campbell equipment.

9.0. Inventories

9.1. Minimum Inventory Requirement: The Contractor must also maintain at their facility a stock of spare parts to allow rapid restoration of service. A minimum number of component parts must be stocked locally in sufficient quantities to meet normal equipment outages. The Contractor must make provisions to obtain non-stocked parts in as rapid and expedient manner as possible. Local parts stocked should be available for viewing by the customer if desired.

9.2. Centralized Inventory Requirement: Emergency inventories of equipment not economical to store locally must be stocked at a centralized location by the successful bidder and made available for Fort Campbell use 24 hours per day, 7 days per week, 365 days per year through a 1-800 telephone number. These inventories must be available via unit exchange and unit rental programs and must be available through same day shipments.

10.0. Telephone Support – Call Center

10.1. Telephone Support Availability: The Contractor must provide a central point of contact to receive technical service requests and to dispatch technical support resources. This service must be available via a toll free 1-800 telephone number. It must be available 24 hours per day, 7 days per week, 365 days per year without exception. It must be capable of continuously receiving technical service requests via telephone.

Performance of this SOW may require the Contractor (or its subcontractors) to access data and information proprietary to the Government agency or of such a nature that its dissemination or use, other than in performance of this SOW would be adverse to the

interest of the Government or others. The Contractor shall not divulge or release data or information developed or obtained in performance of this SOW except to authorize Government personnel or upon written approval of the Contracting Officer. The Contractor will not use, disclose, or reproduce proprietary data, which bears a restrictive legend, other than as required in the performance of this SOW. The limitations above do not apply to data or information, which has been made public by the Government. Further, this provision does not preclude the use of any data independently acquired by the Contractor without such limitations or prohibit an agreement at no cost to the Government between the Contractor and the data owner, which provides for greater rights to the Contractor.

Contractor personnel visiting any Government facility in conjunction with this delivery order shall be subject to the Standards of Conduct applicable to Government employees. Site-specific regulations regarding access to classified or sensitive materials, computer facility access, issue of security badges, etc. will be provided as required.

All products produced and their associated work papers are to be considered the property of the Government.

Attachment 1

SmartZone Radio Trunking System Info Technology Business Center Fort Campbell, Kentucky

Controller and Accessories

Model	Description	Quantity
	System Controller, 28 Channel Capable, 13 Channel Equipped Trunking Repeaters	1

Model	Description	Quantity
	Quantro Repeater 110 Watts	16

System Watch II - Requirements

Model	Description	Quantity
	System Monitor	1

MANAGEMENT SYSTEM & ACCESSORIES

System Monitor	1
First 6 Session User Server T5510	1
High Tier Database Server T5719	1
Management Terminal T5516	1
MBX Common Equip TDN8668	1
Ambassador Electronics Bank B1842	1
Tenser/800 Channel Banks	3
Sixteen Channel Logging Interface	1
Dispatcher Controller System (3 Card Cage)	1
Dispatcher Controller System (3 Card Cage) (Local Service)	1
Modems	9
Radio Controller/Repeater Quantro	16
Uninterruptible power supply (UPS) to 18 KVA	1
Combiner (12 Port) (8 Port)	2
Multicoupler (12 Port) (8 Port)	2

CONSOLE SYSTEM & ACCESSORIES

Model	Description	Quantity
	Dispatch Consoles (PC Type) CENTRACOM Gold	3

Trunked DES-XL Console Interface Units

Model	Description	Quantity
DES/XL	Secure Series II CIU	9

AIR/CRASH SYSTEM

Consist of MOSCAD Units	14
With display units	

EARLY WARNING SIREN SYSTEM

Consist of MOSCAD Units	12
And Whelen Siren Control Panels	
Front End Processor with MOSCAD	1



WAGE DETERMINATION NO: 94-2187 REV (16) AREA: IN, EVANSVILLE
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2187
Director	Wage Determinations	Revision No.: 16
		Date Of Last Revision: 05/31/2001

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick
Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson,
Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren,
Webster
Tennessee Counties of Montgomery, Stewart

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.82
Accounting Clerk II	8.78
Accounting Clerk III	10.34
Accounting Clerk IV	12.49
Court Reporter	11.22
Dispatcher, Motor Vehicle	11.39
Document Preparation Clerk	10.27
Duplicating Machine Operator	10.27
Film/Tape Librarian	9.79
General Clerk I	8.03
General Clerk II	8.84
General Clerk III	10.89
General Clerk IV	11.07
Housing Referral Assistant	11.30
Key Entry Operator I	8.93
Key Entry Operator II	11.60
Messenger (Courier)	7.98
Order Clerk I	7.64
Order Clerk II	9.97
Personnel Assistant (Employment) I	8.57
Personnel Assistant (Employment) II	9.45
Personnel Assistant (Employment) III	11.63
Personnel Assistant (Employment) IV	11.81
Production Control Clerk	14.29
Rental Clerk	9.37
Scheduler, Maintenance	9.37
Secretary I	9.37
Secretary II	10.21
Secretary III	11.30
Secretary IV	12.07
Secretary V	13.24
Service Order Dispatcher	10.45

Stenographer I	10.12
Stenographer II	10.77
Supply Technician	12.07
Survey Worker (Interviewer)	9.76
Switchboard Operator-Receptionist	8.78
Test Examiner	10.21
Test Proctor	10.21
Travel Clerk I	9.05
Travel Clerk II	9.61
Travel Clerk III	10.13
Word Processor I	8.46
Word Processor II	9.48
Word Processor III	10.63
Automatic Data Processing Occupations	
Computer Data Librarian	9.74
Computer Operator I	8.97
Computer Operator II	10.51
Computer Operator III	12.84
Computer Operator IV	14.24
Computer Operator V	15.81
Computer Programmer I (1)	13.02
Computer Programmer II (1)	16.17
Computer Programmer III (1)	20.05
Computer Programmer IV (1)	23.13
Computer Systems Analyst I (1)	19.52
Computer Systems Analyst II (1)	22.04
Computer Systems Analyst III (1)	26.44
Peripheral Equipment Operator	10.24
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.34
Automotive Glass Installer	14.85
Automotive Worker	14.85
Electrician, Automotive	15.61
Mobile Equipment Servicer	13.31
Motor Equipment Metal Mechanic	16.34
Motor Equipment Metal Worker	14.85
Motor Vehicle Mechanic	16.34
Motor Vehicle Mechanic Helper	12.53
Motor Vehicle Upholstery Worker	14.09
Motor Vehicle Wrecker	14.85
Painter, Automotive	15.61
Radiator Repair Specialist	14.85
Tire Repairer	12.86
Transmission Repair Specialist	16.34
Food Preparation and Service Occupations	
Baker	12.15
Cook I	10.90
Cook II	12.15
Dishwasher	8.49
Food Service Worker	8.12
Meat Cutter	12.15
Waiter/Waitress	8.97
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.61
Furniture Handler	11.12
Furniture Refinisher	15.61
Furniture Refinisher Helper	12.56
Furniture Repairer, Minor	14.09
Upholsterer	15.61
General Services and Support Occupations	
Cleaner, Vehicles	8.12
Elevator Operator	8.12
Gardener	10.92

House Keeping Aid I	7.27
House Keeping Aid II	8.12
Janitor	8.12
Laborer, Grounds Maintenance	8.99
Maid or Houseman	7.27
Pest Controller	13.06
Refuse Collector	10.49
Tractor Operator	10.27
Window Cleaner	8.97
Health Occupations	
Dental Assistant	11.04
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.66
Licensed Practical Nurse II	10.83
Licensed Practical Nurse III	12.12
Medical Assistant	9.77
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.68
Nursing Assistant II	8.63
Nursing Assistant III	9.42
Nursing Assistant IV	10.57
Pharmacy Technician	12.19
Phlebotomist	10.83
Registered Nurse I	14.28
Registered Nurse II	17.48
Registered Nurse II, Specialist	17.48
Registered Nurse III	21.15
Registered Nurse III, Anesthetist	21.15
Registered Nurse IV	25.34
Information and Arts Occupations	
Audiovisual Librarian	15.90
Exhibits Specialist I	12.50
Exhibits Specialist II	15.47
Exhibits Specialist III	17.42
Illustrator I	12.50
Illustrator II	15.47
Illustrator III	17.42
Librarian	16.73
Library Technician	10.68
Photographer I	11.17
Photographer II	12.50
Photographer III	15.47
Photographer IV	17.42
Photographer V	18.90
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.20
Counter Attendant	7.20
Dry Cleaner	8.00
Finisher, Flatwork, Machine	7.20
Presser, Hand	7.20
Presser, Machine, Drycleaning	7.82
Presser, Machine, Shirts	7.20
Presser, Machine, Wearing Apparel, Laundry	7.20
Sewing Machine Operator	8.56
Tailor	9.07
Washer, Machine	7.85
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.61
Tool and Die Maker	18.63
Material Handling and Packing Occupations	
Forklift Operator	11.84

Fuel Distribution System Operator	15.65
Material Coordinator	18.55
Material Expediter	18.55
Material Handling Laborer	12.75
Order Filler	9.83
Production Line Worker (Food Processing)	12.52
Shipping Packer	11.01
Shipping/Receiving Clerk	11.01
Stock Clerk (Shelf Stocker; Store Worker II)	12.34
Store Worker I	9.24
Tools and Parts Attendant	13.46
Warehouse Specialist	13.31
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.34
Aircraft Mechanic Helper	12.56
Aircraft Quality Control Inspector	17.10
Aircraft Servicer	14.09
Aircraft Worker	14.85
Appliance Mechanic	15.61
Bicycle Repairer	12.87
Cable Splicer	16.34
Carpenter, Maintenance	15.61
Carpet Layer	14.85
Electrician, Maintenance	17.93
Electronics Technician, Maintenance I	15.05
Electronics Technician, Maintenance II	17.95
Electronics Technician, Maintenance III	23.32
Fabric Worker	14.09
Fire Alarm System Mechanic	16.34
Fire Extinguisher Repairer	13.32
Fuel Distribution System Mechanic	16.34
General Maintenance Worker	14.85
Heating, Refrigeration and Air Conditioning Mechanic	16.34
Heavy Equipment Mechanic	16.34
Heavy Equipment Operator	16.34
Instrument Mechanic	18.80
Laborer	9.20
Locksmith	15.61
Machinery Maintenance Mechanic	16.13
Machinist, Maintenance	16.18
Maintenance Trades Helper	12.56
Millwright	18.99
Office Appliance Repairer	15.61
Painter, Aircraft	15.61
Painter, Maintenance	15.61
Pipefitter, Maintenance	17.71
Plumber, Maintenance	16.92
Pneudraulic Systems Mechanic	16.34
Rigger	16.34
Scale Mechanic	14.85
Sheet-Metal Worker, Maintenance	17.22
Small Engine Mechanic	14.85
Telecommunication Mechanic I	16.34
Telecommunication Mechanic II	19.67
Telephone Lineman	16.34
Welder, Combination, Maintenance	16.34
Well Driller	16.34
Woodcraft Worker	16.34
Woodworker	13.32
Miscellaneous Occupations	
Animal Caretaker	9.65
Carnival Equipment Operator	10.97
Carnival Equipment Repairer	11.66

Carnival Worker	8.12
Cashier	6.73
Desk Clerk	8.22
Embalmer	16.57
Lifeguard	9.02
Mortician	16.57
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.57
Recreation Specialist	11.40
Recycling Worker	13.25
Sales Clerk	8.82
School Crossing Guard (Crosswalk Attendant)	8.12
Sport Official	8.41
Survey Party Chief (Chief of Party)	12.96
Surveying Aide	7.70
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.79
Swimming Pool Operator	12.58
Vending Machine Attendant	10.61
Vending Machine Repairer	12.58
Vending Machine Repairer Helper	10.61
Personal Needs Occupations	
Child Care Attendant	8.22
Child Care Center Clerk	11.30
Chore Aid	8.04
Homemaker	11.92
Plant and System Operation Occupations	
Boiler Tender	16.34
Sewage Plant Operator	15.61
Stationary Engineer	17.32
Ventilation Equipment Tender	12.80
Water Treatment Plant Operator	15.61
Protective Service Occupations	
Alarm Monitor	11.10
Corrections Officer	12.67
Court Security Officer	12.93
Detention Officer	12.93
Firefighter	13.14
Guard I	7.86
Guard II	11.70
Police Officer	14.68
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.73
Hatch Tender	15.20
Line Handler	15.20
Stevedore I	13.97
Stevedore II	15.20
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	11.17
Archeological Technician II	12.49
Archeological Technician III	15.47
Cartographic Technician	17.93
Civil Engineering Technician	16.96
Computer Based Training (CBT) Specialist/ Instructor	20.43
Drafter I	10.83
Drafter II	12.15
Drafter III	13.60
Drafter IV	16.84
Engineering Technician I	11.27
Engineering Technician II	12.63
Engineering Technician III	14.13

Engineering Technician IV	17.51
Engineering Technician V	21.41
Engineering Technician VI	23.09
Environmental Technician	18.64
Flight Simulator/Instructor (Pilot)	22.88
Graphic Artist	17.63
Instructor	19.53
Laboratory Technician	14.66
Mathematical Technician	15.17
Paralegal/Legal Assistant I	10.24
Paralegal/Legal Assistant II	12.11
Paralegal/Legal Assistant III	14.81
Paralegal/Legal Assistant IV	17.91
Photooptics Technician	17.45
Technical Writer	18.51
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	12.74
Weather Observer, Senior (3)	14.16
Weather Observer, Upper Air (3)	12.74
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.50
Parking and Lot Attendant	8.16
Shuttle Bus Driver	10.93
Taxi Driver	10.28
Truckdriver, Heavy Truck	13.21
Truckdriver, Light Truck	10.93
Truckdriver, Medium Truck	11.50
Truckdriver, Tractor-Trailer	13.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular

tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.